Lex Watson

From: Gina Spearman < Gina. Spearman@Nafinc.com>

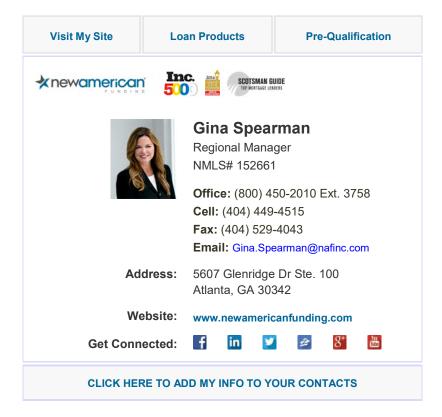
Sent: Tuesday, September 17, 2019 2:35 PM

To: Lex Watson

Cc: Kelly Allison; Sarah Laprade

Subject: FW: P&L Call

Please see grid below



From: Scott Frommert < Scott.Frommert@Nafinc.com>

Sent: Thursday, September 12, 2019 12:03 PM

To: Kelly Allison <Kelly.Allison@Nafinc.com>; Gina Spearman <Gina.Spearman@Nafinc.com> **Cc:** Jan Preslo <Jan.Preslo@Nafinc.com>; Jon Reed (EVP Retail) <Jon.Reed@Nafinc.com>

Subject: P&L Call

Please see below for our call

Exhibit 0001

Case 1:20-cv-04981-CAP Document 91-1 Filed 04/27/22 Page 2 of 2

SE	Option 1			Option 2			Option 3			
	High BPS & Low %			Mid BPS & Mid %			Low BPS & High %			
I	BPS Earned	27.5		BPS Earned	20.0	1	BPS Earned	10.0	1	
NO GROWTH	Split	5.0%		Split	32.59		Split	50.0%	Current Plan	
							4		\$	4,877,90
	SVP Comp	2020		SVP Comp	2020		SVP Comp	2020	12.3	
	Worse	4,218,185	-14%	Worse	4,226,516	-13%	Worse	4,162,692		
	Base	4,308,185	-12%	Base	4,811,516	-1%	Base	5,062,692		
	Better	4,398,185	-10%	Better	5,396,516	11%	Better	5,962,692	22%	
3% GROWTH	High BPS & Low %			Mid BPS & Mid %		Low BPS & High %				
	BPS Earned	27.5	1	BPS Earned	20.0	1	BPS Earned	10.0	1	
	Split	7.5%		Split	35.0%		Split	52.5%	Currer	nt Plan
						•			\$	5,154,17
	SVP Comp	2020		SVP Comp	2020	1	SVP Comp	2020	1	
	Worse	4,577,819	-11%	Worse	4,791,224	-7%	Worse	4,874,473	-5%	
	Base	4,712,819	-9%	Base	5,421,224	5%	Base	5,819,473	13%	
m	Better	4,847,819	-6%	Better	6,051,224	17%	Better	6,764,473	31%	
GROWTH	High BPS & Low %			Mid BPS & Mid %		Low BPS & High %				
	BPS Earned	27.5		BPS Earned	20.0		BPS Earned	10.0	1	
	Split	10.0%		Split	37.5%		Split	55.0%	Curre	nt Plan
									\$	5,443,18
	SVP Comp	2020		SVP Comp	2020	1	SVP Comp	2020	1	
5	Worse	4,945,928	-9%	Worse	5,322,005	-2%	Worse	5,578,259	2%	
%9	Base	5,125,928	-6%	Base	5,997,005	10%	Base	6,568,259	21%	
9	Better	5,305,928	-3%	Better	6,672,005	23%	Better	7,558,259	39%	
eser	ve .	\$ 100,000			\$ 250,000			\$ 500,000		

- st Growth is measure off of funded purchase production compare to previous year
- * Growth factor to be measured annually and paid out as bonus after year close. Year 1 growth 1/1/2020 to 12/31/2020
- * Connect paid at 10 on high bps, 0 on others, accounted for in math

Thank you,

Scott Frommert

Chief Financial Officer



Direct: 800 450-2010 x 7059 Direct: 949 440-1825 Fax: 949 266-9129

Email <u>Scott.Frommert@nafinc.com</u>
Web: <u>www.newamericanfunding.com</u>



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